Mainstreaming gender in the project cycle

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Gender
Mainstreaming
Gender-responsive

**Gender-responsive**: Entails identifying, reflecting, and implementing needed interventions to address gender gaps and overcome historical gender biases in policies and interventions—contributes to the advancement of gender equality with an idea to ‘do better’

More than just women’s participation
Added Value

1. Increases efficiency and effectiveness
2. Ensures the incorporation of important knowledge, skills and experiences
3. Enhances sustainability
4. Improves credibility and accountability
5. Increases impact in livelihoods/ensure distribution of benefits
6. Guarantees compliance with human rights standards
7. Prevents increasing gender inequality
Gender in the project cycle

- Conducting a gender responsive context analysis
- Develop and implement gender-responsive activities
- Identify and use gender-responsive indicators
- Monitor and report on progress
Conducting a Gender-Responsive Context Analysis
Gender Analysis

An analytical tool

- Identifies differences, potential inequities and gender-based barriers & opportunities
- Examines different roles and rights as well as relations between men and women
- Identifies inequalities and their roots
- Examines whether they are a concern & how to address them
Sources of Data

Primary
- Interviews—individual and group
- Participatory research
- Surveys

Secondary
- Sectoral policies
- Gender analysis—region, country or sector
- Published articles
- International, regional, national demographic studies
Areas of Analysis

1. Laws, legal rights, policies
2. The sexual division of work
3. Use, access, control, benefits from resources
4. Environmental degradation by gender
5. Cultural preconceptions
6. Levels of social participation
Laws, Legal Rights, Policies

- Laws, policies in relation gender/women at the national/local level?

- How are women and men regarded and treated by both customary law and the formal legal code and judicial system?

- Are men and women treated equally in legislation related to this project?

- Who has rights to:
  - Use, own and inherit
  - Legal Document (Identity cards, property titles, voter registration)
  - Representation
Division of Labor by Sex

Productive work
Involves the production of goods and services for consumption and trade – women’s productive work is often less visible

Reproductive work
Involves the care and maintenance of the household and its members – it is seldom considered “real work”

Community work
Involves the collective organization of social events and services – this type of work is seldom considered in economic analysis
Division of Labor by Sex

**Productive Work**
- Hunting, fishing, NTFP
- Agriculture
- Manipulation and processing
- Commercialization

**Reproductive Work**
- Maintenance of the household
- Taking care of children, elderly and sick people

**Community Work**
- Organization
- Meetings with voluntary people
- Support and organization
Division of Labor by Sex

- Who does what and how it is done?
- In what time of the year or season is done (does it change through the year)?
- Identify how children, women, and men are participating in all the stages of production
- Determine if men and women are culturally excluded from certain jobs
- What are the wages that men and women are being paid?
Use, Access, Control and Benefits from Resources

• To what productive resources do women and men each have ACCESS to?

• To what productive resources do women and men have CONTROL over?

• Who BENEFITS and how?

• What are the causes that prevents or constrains a fair and equitable distribution of benefits?
Environmental Degradation

- Determine how degradation/climate change affects men and women

- How is degradation/climate change faced by men and women?

- What are the activities that should be carried out in order to improve environmental conditions and who will be responsible?
Cultural preconceptions

- Are there cultural restrictions by sex/gender that could have an impact on the access or control of some resources?

- What norms, traditions or cultural restrictions affect the relations linked to productive or environmental aspects?
Levels of social participation

- How are men and women involved in the process of decision making and planning at the household and communal level?

- What are the terms of involvement of women and men?

- What are the organizations in the region (disaggregated by sex)?

- What are the organizations in which women are involved and how do they participate?
Gender-Responsive Activities, Indicators and Monitoring
Justification

• Define the organization’s gender equality policy or expressed interest in contributing to the transformation of power relationships between genders

• Describe how the project will promote gender-responsive actions

• Express the project’s willingness to provide women access to and control of resources and benefits
Development Objective

• State explicitly in the written proposal that the pursuit of gender equality is one of the guiding principles of the project

• Indicate what the problems are and which women and men the project will affect

• Identify the situation this will contribute to and the changes it will promote in particular sectors, groups or persons throughout the process
Activities

• Establish equitable access, use, and control of resources, services and benefits

• Enhance participation in decision making

• Develop opportunities where women and men interact in conditions of equality, as well as offer non-traditional settings

• Innovate beyond the household level
Gender Equality Indicators

Point out *how far* and *in what ways* programs and projects achieve results related to gender equality

- Increase or decrease in women’s and men’s participation in and benefits from interventions
- Reduction in or exacerbation of gender inequalities
- Generate evidence on how attention to gender in programs contributes to more equitable and sustainable outcomes
Example Indicators

- # of women, relative to men, holding elected leadership positions in community organizations, co-operatives or decision-making councils

- Absolute and percentage changes in research funding being devoted to home gardens and species of value to women (including crops, non-timber forest products, wildlife, medicinal plants, fibers)

- % increase in meaningful participation of women, relative to men, in NRM-related planning, professions and research, at all levels
Budget
Risks

- Inaccurate identification of the primary stakeholders
- Inequitable systems for sharing of benefits
- Maintain inequities in land and resource rights
- Marginalization of women in decision making
Risks

- Limited impact on livelihoods
- Limit the sustainability and effectiveness
- Maintain institutional gender bias
- Non-inclusive policies
- Missed financial opportunities for institutions
Last but not least..
Not a Recipe

• Identifies principals, conditions, strategies, actions and procedures that can facilitate achieving gender equality and inclusion

• These are not recipes – they are a series of pre-conditions

• They stimulate creativity

• Adapted to the methodological procedure under which the proposal will be elaborated
Do not forget

• If original design does not consider the promotion gender or equality, it will be difficult to incorporate later

• Gender cannot be attached or added – it is not a separate component

• Gender equality is the responsibility of all
Thank you

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